



REPLY TO
ATTENTION OF

CELRD-EE

DEPARTMENT OF THE ARMY
U.S. ARMY ENGINEER DIVISION, GREAT LAKES AND OHIO RIVER
CORPS OF ENGINEERS
P.O. BOX 1159
CINCINNATI, OHIO 45201-1159

AUG 20 2005

COMMANDER'S POLICY MEMORANDUM #1

SUBJECT: Equal Employment Opportunity

1. All employees throughout the Great Lakes and Ohio River Division have the right to fair employment practices and acceptable workplace conduct regardless of race, color, religion, national origin, age, sex or disability. Employees are to feel free to exercise their rights under the civil rights statutes and reprisal against such employees will not be tolerated.
2. Managers and supervisors will base all employment-related decisions, e.g. hiring, merit promotion, training and career development, solely on the relative ability, knowledge and skills of a candidate. These decisions will be combined with an effort to achieve a representative workforce by active participation in the identification and correction of barriers that may be impeding the realization of equal employment opportunity.
3. Managers and supervisors at all levels are to show commitment to EEO through their efforts to resolve conflicts and address concerns in the workplace as they arise; participate in community out-reach and recruitment; ensure harassment/discrimination free workplace; ensure subordinate supervisors have the skills to supervise a diverse workforce; and address disability and religious accommodation requests promptly and appropriately.
4. Employees, as well as supervisors, play an important role in fostering a climate in which diversity is appreciated and EEO is realized. Such an environment is critical to how we successfully carry out our mission.

BRUCE A. BERWICK
Brigadier General, U.S. Army
Commanding

Distribution:
All LRD Employees